RELATIONAL HEALING IN THE TIME OF EVIDENCE

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Reflective Spaces In Reactive Places

What am I grateful for today?
MIRROR AND LANDSCAPE
The 4 R’S of a Healing Community

Recognition:
Historical and Structural Components

Repair:
Devastating Impacts through Reflection, Validation and Practice

Reconcile:
Integrating knowledge about trauma into policies, procedures, and practices

Renew and Restore
Resist Re-traumatization
BIAS: REFLECTED IN AND REINFORCED BY MEDIA
Trauma is historical, structural, political, intergenerational, interpersonal, and embodied. So, then, must be our healing.
WHY IS A TRAUMA-INFORMED APPROACH IMPORTANT TO ME?

Between 2011 and 2014, the prevalence of burnout increased by 9% among physicians while remaining stable in other U.S. workers. (Boies and others, 2016)

35% of hospital nurses have a high degree of emotional exhaustion. (Monogh et al, 2011)

Suicide rates among female physicians are 130% higher than that of other females in the population.

Suicide rates among male physicians are 40% higher than that of other males in the population. (Carter et al, 2016)

Because stress and trauma impact all of us and it’s costly
CORPORATIONS

We the People
"Anyone have any bold initiatives they’d like to unleash?"
Organizational Stress: Chronic Stressors + Collective Trauma

- Changes in leadership
- Budget cuts
- Feeling unsafe with clients
- Mandates without resources
- Not enough time for collaboration
- Paperwork and technology demands
- Staff turnover

(Bloom & Farragher, 2013)
ORGANIZATIONAL INSECURITY

- Lack of Basic Safety
- Impoverished Relationships
- Loss of Emotional Management
- Disempowerment
- Fragmentation/Amnesia
  - Helplessness
- Systemic Error
- Increased Aggression
- Authoritarianism
- Grief and Loss
- Impaired Cognition
- Loss of Meaning
## What does parallel process and collective disturbance look like?

<table>
<thead>
<tr>
<th>Clients</th>
<th>Staff</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feel unsafe</td>
<td>Feel unsafe</td>
<td>Is unsafe</td>
</tr>
<tr>
<td>Angry/aggressive</td>
<td>Angry/aggressive</td>
<td>Punitive</td>
</tr>
<tr>
<td>Helpless</td>
<td>Helpless</td>
<td>Stuck</td>
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<tr>
<td>Hopeless</td>
<td>Hopeless</td>
<td>Missionless</td>
</tr>
<tr>
<td>Hyperaroused</td>
<td>Hyperaroused</td>
<td>Crisis driven</td>
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<tr>
<td>Fragmented</td>
<td>Fragmented</td>
<td>Fragmented</td>
</tr>
<tr>
<td>Overwhelmed</td>
<td>Overwhelmed</td>
<td>Overwhelmed</td>
</tr>
<tr>
<td>Confused</td>
<td>Confused</td>
<td>Valueless</td>
</tr>
<tr>
<td>Depressed</td>
<td>Demoralized</td>
<td>Directionless</td>
</tr>
</tbody>
</table>
It’s a Fan!

It’s a Wall!

It’s a Spear!

It’s a Snake!

It’s a Tree!

It’s a Rope!
THIS IS A WORKING SPACE FOR THE
HIRING MODERNIZATION
PROJECT TEAM

PLEASE DO NOT USE

THANK YOU.
HOW TO WAKE UP A TEENAGER

and live to tell about it

www.thecorkums.com
HOW TO MAKE A SCIENTIST'S HEAD EXPLODE:

ANECDOtal evidence isn't valid.

Yes it is! I once used an anecdote as evidence, and later it turned out I was right!
Are METRICS Undermining Your Business?

Too many leaders confuse numbers with strategy.
“To be data effective, we must be data reflective.”

-Richie Rubio, PhD
Systems Change

- **First order:** Concrete 
  Behavioral Changes in an individual
- **Second Order:** Changes in the way a system operates
- **Third Order:** Societal within a sociocultural lens
Transforming Our Community

TRAUMA-REACTIVE
- Fragmented
- Reactive
- No felt safety
- Overwhelmed
- Fear-driven
- Rigid
- Numb

TRAUMA-INFORMED
- Resists re-traumatizing
- Recognizes socio-cultural trauma
- Realizes widespread impact
- Recognizes effects
- Responds by shifting practice

HEALING ORGANIZATION
- Integrated
- Reflective
- Collaborative
- Relationship-centered
- Growth and Prevention-Oriented
- Flexible & adaptable
- Equitable & inclusive

TRAUMA INDUCING  TO  TRAUMA REDUCING

Modified from San Francisco Dept. of Public Health Trauma Informed Systems Initiative, 2017
“A resilient organization is able to adapt and thrive in times of uncertainty, pressure and ambiguity. Succeeding as an organization is much more likely when we build resilience into our strategy, culture and day-day practices. A resilient organization enables individual resilience.”

–From The Resilience Institute

(Bloom & Farragher, 2013)
Organizational Healing

Practices

- Safety and Stability
  - SOP Lean

Policy

- Cultural humility & Responsiveness
  - Racial/cultural equity

- Resilience & Recovery
  - Mindfulness

- Collaboration & Empowerment
  - Participatory Decision Making

Evaluation

- Trauma Understanding
  - TIS 101

- Compassion & Dependability
  - Reflective Supervision

Safety and Stability

- SOP Lean

Cultural humility & Responsiveness

- Racial/cultural equity

Resilience & Recovery

- Mindfulness

Collaboration & Empowerment

- Participatory Decision Making

Compassion & Dependability

- Reflective Supervision
DEVELOPMENTAL
AND RELATIONAL
PROGRESS

“I must be growing up. I’ve caught myself washing my hands without being told to.”
I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, quality and freedom for their spirit. I believe that what self-centered men have torn down, other-centered men can build up.” Martin Luther King
What is Your Why?
THANK YOU FOR THE GIFT OF YOUR TIME AND LEADING CHANGE